THE

LOCAL GOVERNMENT SERVICE

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Communications.

All communications should be addressed to the General Secretary, and communications on different subjects, or relating to separate departments—*e.g.* "Branch," "Legal," "Education," "Superannuation," "Approved Society," "Provident Society," "Travel Bureau," "Service Conditions," "B. and O. Fund," "Official Journal"—should be sent as separate letters.

CONTRIBUTIONS.

The "Local Government Service" is published the 1st of each month. All contributions, which should be addressed to the Editor, "Local Government Service," 24, Abingdon Street, Westminster, S.W.1, should be received not later than the 15th of the preceding month. Opinions expressed by correspondents or in contributed articles are not necessarily held by the Editor or the Association. The Editor welcomes articles and letters on subjects of interest to Local Government Officers. Such contributions should not be of too great length, and should be typed on one side of the paper.

"By these three virtues be the frame sustained
Of British Freedom—Independent Life,
Integrity in Office, and o'er all
Supreme, a passion for the Commonweal."—THOMSON.

Notes of the Month.

PUBLIC ASSISTANCE STAFFS.

BECAUSE of the many and varied problems being met in regard to the transfer of Poor Law duties and staffs in consequence of the Local Government Act, it has been decided to devote considerable space in this issue to reports showing the main types of doubts and difficulties which are arising, and the manner in which the Association is overcoming them to the great advantage of its members, both old and new.

What is particularly gratifying is not merely the success with which the Association is negotiating for just conditions and battling against misunderstanding and injustice on behalf of transferred officers (this was expected), but the warmth of the thanks which have been accorded from many quarters on the help which has been given and the results achieved.

We give prominence to a letter from Mr. Malcolm W. Scott, Secretary of the Society of Inspectors of the Poor and Poor Law Officials of Scotland, because it does more than convey thanks. It underlines the

difficult and almost impossible position of the sectional body in the national field. It stresses the importance of membership of the body which is truly representative of the whole service. It affirms the value of the skill and experience with which Nalgo's Executive and officers conducted the campaign for superannuation and compensation, and it shows unanswerably the necessity of being within the fold of Nalgo.

What Mr. Scott says, in his letter printed on this page, is worth the earnest consideration of every member—old and new — and every officer eligible for membership.

There are many points of interest to every class of our readers in the reports of Public Assistance staff cases which we publish. The application in each may be particular, but in the main the principles involved are those on which service conditions are based generally. Superannuation pay and status are the chief matters involved and these are of concern to every officer. In addition, there are many cases in which the tact and firmness of the Association's officers are devoted to securing a nice adjustment between what might be regarded as the strict letter of the Act and true justice to a transferred officer.

The Association's machinery for dealing with these queries and appeals is working at high pressure, but very smoothly, and no one in doubt and difficulty need hesitate to ask for aid. The Association is organised to render aid and welcomes every demand on its resources.

In view of the large influx of new members it may be that Branch officials cannot effect immediate personal contact with every one, and we would accordingly ask old members to make sure whether the new colleagues are in doubt on any point or have any complaint, and if so to put them in touch with the Branch Secretary immediately.

New members need not, however, wait to be asked if they need advice or assistance. They merely have to ask for it and it will be given, freely, immediately, and without stint.

The following letter, received from Mr. M. W. Scott, the Secretary of the Society of Inspectors of the Poor and Poor Law Officials of Scotland, is not only a gratifying tribute to the work of N.A.L.G.O. and to the success of that work, but a clear indication of the advantages of membership of an Association which is national and comprehensive.

LOCAL GOVERNMENT ACT, 1929.

"The transfer of the functions of Parish Councils in Scotland to Town and County Councils, and the consequent exit of the former body as a unit of Local Government, will necessitate the retiral of a considerable number of Poor Law officials, particularly those engaged in part-time service.

"On behalf of the Scottish Poor Law Officers I desire to convey to you, and through you to the Association, the sincere thanks of my colleagues for the services rendered by the Association and their officials in protecting the interest of Scottish Poor Law Officials during the past five years. The Society of Inspectors of Poor and Poor Law Officials of Scotland took the initiative by convening a meeting of the various Local Government Officers in Scotland in 1919, to extend the activities of N.A.L.G.O. north of the Tweed, and this I consider has been of distinct advantage to Scottish Officials.

"Those of us who have been engaged in promoting any Parliamentary measure are conscious of the disadvantage of being so far from the centre of gravity.

"In connection with the question of superannuation the Society of Inspectors of Poor for Scotland from 1860 made various efforts to obtain permissive superannuation for their officers, English and Irish Poor Law Officers already having it, but their efforts failed, and it was only after your Association took the matter up nationally that we have been able to participate in the benefits of the present superannuation measure. Your efforts to obtain compulsory superannuation I trust will soon bear fruit.

"The Compensation Clauses under the Rating (Scotland) Act, 1926, and the Local Government (Scotland) Act, 1929, afford most favourable terms to those who have had to relinquish office, and I have no hesitation in affirming that but for the Parliamentary skill and experience of the Association's Officers the terms could not have been so favourably adjusted.

"I trust the Local Government Officers in Scotland will realise the necessity of maintaining such an organisation as N.A.L.G.O. affords."

N.A.L.G.O. Preliminary Examination.

How to Prepare and Pass.

By A. L. STRACHAN, Headmaster of Sutton Secondary School, Plymouth.

This article, prepared by an expert who is not only headmaster of a large Secondary School but is also one of the Examiners for the N.A.L.G.O., should be read by all who are seeking to gain the qualifications which will fit them for the highest posts in the Service.

It deals with the N.A.L.G.O. Preliminary Examination, but the principles it sets forth are applicable to any course of study or examination.

t is a part of the policy of A.L.G.O. that all entrants the Local Government vice should give evidence having received a good eral education. For this son the Association hopes t all Local Authorities, n appointing juniors to ts in their service, will oint only those who have sed one of the Matricula- Examinations or School tificate Examinations of various British Universi-, or the Association's own Preliminary Examination.

here are still many boys and girls of good ability who e not had the opportunity of attending a Secondary ther Higher School, and if the School Certificate quali- tion were rigidly insisted upon, these boys and girls uld be debarred from entering the Municipal Service. N.A.L.G.O. Preliminary Examination gives these boys girls their chance of qualifying for appointment to ts in the service of Local Authorities.

his Preliminary Examination is in itself a good qualifica-. It is of a standard which is, and should be, kept equal that of the Preliminary Examinations of other pro- ional bodies, and which should never be allowed to me an unworthy substitute for the School Certificate minations. Otherwise there would be no equality of lification for entrance to the Service.

here is nothing, however, in the N.A.L.G.O. Preliminary mination, any more than in the other examinations, ch should keep any boys or girls of good average ability n obtaining the Preliminary Certificate, provided they set apart some hours each week to steady and serious ly. The suggestions which are to follow are meant to any young private students who will so apply nselves.

student should not hurry his preparation. He—and " includes "she"—should take the examination only, when, he is properly prepared for it. This may seem an ecessary hint, but it is not so by any means. So many idates say to themselves, "I'll have a shot at it." bably one shot out of a hundred gets home. The hazard ot worth while.

he first thing a student should do is to provide himself books suitable for the examination. They must not f too low a standard, and at the same time the student uld guard against equipping himself with books which meant for intermediate or other higher examinations, ough the latter fault would not be of such consequence he former, for an examiner can soon tell when a candidate been using a text-book of a scrappy character.

he following list of textbooks might be useful for any ent who is thinking of preparing for the N.A.L.G.O. iminary Examination. It is not pretended that the list n exhaustive one. It is meant only to suggest the type ook suitable for the Preliminary. It may be added, ever, that these books have been found very useful preparing candidates for the School Certificate minations.

lish. (Any one of these.)

Matriculation English, by Low and Briggs. Pub. by University Tutorial Press.

Matriculation English, by J. W. Marriott. Pub. by Harrap & Co.

A Guide to the Study of English, by Rowe and Webb. Pub. by Macmillan and Co.

History. (Any one of these.)

Groundwork of British History, Section iii (1714–1921) by Warner and Marten. Pub. by Blackie and Son.

Matriculation English History, Parts II and III, by Fearnside. Pub. by University Tutorial Press.

An Illustrated History of England, Part II, by Robinson. Pub. by Rivingtons.

A History for British Schools, Part III, by Somervell Pub. by Bell and Sons.

For Colonial History of the period:

An Outline History of the British Empire, by Woodward. Pub. by the Cambridge University Press.

Geography. (Any one of these.)

A Geography of the World, by Leonard Brooks. Pub by University of London Press.

A Geography of the World, by Dudley Stamp. Pub. by Longmans Green and Co.

Human Geographies. Published in parts by Fairgrieve and Young. Pub. by Phillip and Son.

A Commercial Geography, by Unstead and Taylor, published by Phillip and Son, would also provide useful additional reading.

Much useful information, especially in relation to British and Colonial Trade, can be obtained from Whitaker's Almanack, published annually at 3s.

In his studies the student must guard against cramming. He must not store his mind only with a lot of facts just memorised and unrelated, and meant for immediate use. He must give himself time to think and reason about what he has read. A student who has not done this, but has relied upon cramming, is frequently surprised to find he has failed in his examination, although he may have filled reams of paper with his answers. It may be that not having accustomed himself to think, but only to memorise, he may have missed the main points of the questions.

The questions of any good examination are not meant to be memory tests only. They must test whether a candidate has really mentally digested the subject matter which he has read. In order to help himself in his reading, and to enable him to lay the proper stress on the various parts of the subject matter he is studying, the private student should obtain a book of questions which have been collected from various examinations of an equal standing with that of the N.A.L.G.O. Preliminary, and at the same time he should get a book of hints which go along with these question books. This book will show how the questions should be answered.

The University Tutorial Press publish books of questions with accompanying keys and model answers.

"Pitmans" have an excellent series of Test Questions in various subjects gathered from various examinations of the

School Certificate standard. They also publish companion books to these, which do not give full answers to the questions asked but which give the main points which should be incorporated in any good answers to them.

The student must not make the foolish and fatal mistake of trying to learn by heart a number of questions with the answers thereto, in the hope that some of these questions might be set in the examination for which he is preparing. No two questions are ever set quite alike—unless intentionally so.

He must use these books to help him in his studies. He must get them to do for him something of the work which the master in the form room does for the pupil. They should help him to break up the subject matter in such a way that he can understand the values of the various aspects of a subject in relation to the whole, and to enable him to appreciate what is important, and what is relatively unimportant, in what he is reading. An examiner does not want to know only how much a student has read about a subject but also how much he has thought about it. Any fact stated about the subject matter of a question will not do. An example may best instance what is meant by this statement. Some little time ago some students sent in answers to the following question:

"State clearly what you consider were
(*a*) the remote causes,
(*b*) the immediate causes
which led to the American War of Independence."

Not one student had appreciated the fact that there were broad underlying conditions which made the struggle for independence possible, and which would add to the total of grievances at any time a crisis should occur, as when the right to tax and to legislate for the colonies was claimed by the Mother Country. Almost every answer was taken up by facts about the conduct of the war, the difficulties England had to face, and so on, matter totally irrelevant to the answer to the question asked.

A candidate in answering a question, must guard against the introduction of irrelevant matter in his answers. If this is done intentionally he will not deceive an examiner. The purpose of an examination is not only to see how much a candidate knows, but how capable he is of marshalling his facts and of handling his subject matter.

Besides the introduction of irrelevant matter in his answers, the candidate must at the same time see his answers have balance and proportion. Even in answers to questions which are divided up into parts, this lack of proportion is noticeable. As only so much time can be given to the answering of a question, a candidate must see to it that he does not make the answer to one part so full, and so unnecessarily full, that he has not time to deal at all adequately with the other parts. Such an answer could not possibly get good marks.

Had space allowed, some hints on précis writing would have been helpful. The précis exercise does not generally gain very good marks, because of one or two main faults. The candidates do not give themselves time to grasp perfectly the meaning of the passage set before they get to work on their précis. They try to keep too close to the words of the original, and they do not understand that figures of speech and illustrative quotations should be omitted in a précis.

Probably the preparation for the General Knowledge paper gives a student as much difficulty as any. Obviously, it would be impossible to lay down a hard and fast syllabus for such a subject, but the following hints may be helpful.

A student should keep by him a book such as Whitaker's Almanack or Hazel's Annual. He should take each day one of the London newspapers, or one of the larger provincial newspapers, and keep himself in touch with current events. Particularly should he note persons who are prominent in politics, both British and foreign, and also those prominent in sport, music, art, the drama, literature, science and so on.

He should know something of the more outstanding persons and events both in British and world history, and of certain well known and important facts in both general and physical geography. He should have some knowledge of the elementary facts of science as applied to everyday life, and of the more important works in English literature and of the periods of their authors.

Just what a well-informed man is it would be difficult to define. The object of the General Knowledge paper is to test how well informed a candidate is. The more "alive" he is, the more likely he is to do well in answering a paper on General Knowledge.

Just one word of encouragement to the private student. Many very fine scholars, and many people holding good degrees, have been private students, and owe everything practically to their own unaided efforts.

Service Conditions.

Superannuation.

Considerable progress has been reported of late in regard to superannuation. The Act has been adopted by Northampton, Ilkeston, Castleford U.D.C., Hetton-le-Hole U.D.C. (joining the Durham Local Authorities Joint Scheme), Newcastle Borough, Wolstanton United U.D.C., Newcastle R.D.C., Hampton U.D.C., and Sheffield. We congratulate members in all these towns, particularly Sheffield, where many years' constant effort have been spent.

The following Authorities have recently adopted the Act and are joining the West Riding (Local Authorities) Joint Superannuation Scheme:—*Urban District Councils.*—Cudworth, Guiseley, Holmfirth, Hoyland Nether, Rawdon. *Rural District Councils.*—Goole, Pontefract, Settle, Skipton, Wortley. *Other Authorities.*—Rothwell, Methley and Hunslet Joint Hospital Committee; Dearne Valley Water Board, Doncaster and Tickhill Water Board.

The Sunderland Branch have made application to the Corporation for an increase in the minimum allowances in respect of non-contributory service to Officers now retiring.

The D.O.S. interviewed the Finance Committee at South Shields, and made a request for the adoption of the Superannuation Act, 1922. The Finance Committee has recommended the Council to adopt the Act.

The Halifax County Borough Council have decided not to adopt the Superannuation Act at the present time.

The Buxton Council have confirmed the adoption of the Superannuation Act.

Salaries.

Several small increases of salaries have been obtained at Shipley as a result of an application made by the Association.

The Wakefield County Borough Council have adopted the Scales of Salaries recommended by the West Riding Joint Council, and the Barnsley Town Council have adopted the Scale in respect of the Junior Officers.

A new consolidated scale of salaries has been adopted by the Stoke-on-Trent City Council. This has given great satisfaction to the officers, which was voiced at the Annual Dinner. While the Branch did not take an active part in the matter, events were watched very closely, and the result has fully justified the attitude adopted.

A short time ago the Gellygaer Branch made an application to the Council to set up a Joint Committee. The first fruits of the Committee is a revised scale of salaries which represents an all-round improvement on the previous standard.

(*Continued on page* 140)

Public Assistance Staffs.

What N.A.L.G.O. is Doing.

The operation of the Local Government Act, particularly in regard to the transfer of the Poor Law, is raising many problems affecting the pay and position of transferred officers, with the result that the machinery set up by the Association to meet the situation is working at high pressure and has already proved to be of the greatest benefit to all those requiring advice and assistance.

In the following pages are published some of the reports from Districts and Branches showing how the situation is being met. Space is restricted, but many cases are reported where transferred officers either individually or in bodies have been aided and protected. There are many more cases where negotiations are still proceeding or the circumstances make publication inadvisable.

London County Council Branch.

Formation and Progress.

Although the amalgamation of the National Poor Law Officers' Association (Incorporated) with N.A.L.G.O. only became effective on the 1st April, a meeting was held on the 4th April, the effect of which is likely to be far-reaching in the future organisation of officials employed by the London County Council.

On that date the Executive Committee of the former London and District Branch of the N.P.L.O.A., together with representatives of the M.A.B. Stewards' Service Branch, met with representatives of the various organisations of N.A.L.G.O. members employed by the London County Council, and there was inaugurated the London County Council Branch of N.A.L.G.O. with a large commencing membership. It is confidently anticipated that numbers will be augmented considerably as the Branch organisation is developed.

The following, being the officers of the former N.P.L.O.A. Branch, were appointed officers of the new Branch, namely:—*Chairman*—Mr. R. G. Hembrow, Relieving Officer and Deputy General Relieving Officer, Area No. 2, 8, Dale Avenue, Chingford, E. 4. *Treasurer*—Mr. G. T. Precious, *Secretary*—Mr. E. E. Mabe, both of the Christchurch Institution, Gray Street, Blackfriars Road, S.E. 1, and the Executive Committee comprises the London representatives on the former Executive Committee, with the addition of representatives from other elements, including the M.A.B. Head Office Branch of N.A.L.G.O., L.C.C. Engineer's Branch, Metropolitan Technical Branch, Metropolitan Area Branch, and members at Park Hospital, St. George's Home, and elsewhere.

Sub-Committees have been appointed to deal with Organisation and Conditions of Service, and are actively engaged on their references.

The Branch should be assured of strong support by transferred Poor Law Officers as it is not only representative of the virile and powerful body of the original N.A.L.G.O., but of the membership and experience in Poor Law matters of the N.P.L.O.A.

It has assimilated members from two National Organisations, and it must be remembered that the issues uppermost in the minds of Poor Law Officers for some time past have been National issues, such as superannuation, compensation, etc.

As compared with a local Organisation, e.g., The London County Council Staff Association, it is free from the limitation of outlook inherent in such bodies by the limitation of their problems to those of one particular authority.

Many actual illustrations of this limitation could be given in connection with the local organisation above referred to. One will suffice.

The Joint Committee of Council and Staff, on which the L.C.C. Staff Association is the representative on the staff side, agreed to an amendment of the L.C.C. Superannuation and Provident Fund whereby entrants into the Service of the Council after the 9th July, 1929, should pay 5 per cent., whilst officers at that date had the benefit of the scheme at rates varying from 3 to 5 per cent. As 5 per cent. is the generally accepted contribution for schemes to-day, no objection would have been taken had it not been for the fact that the new terms were to apply to transferred officers. It is possible that the Staff Association did not appreciate the claim of Poor Law Officers under the Act of 1896, that as that Act gave them almost equivalent benefits to the L.C.C. Scheme at (generally) 2 per cent., to ask them to pay 5 per cent. could not be justified unless the benefits as well as contributions were at least doubled, especially as the Act of 1929, which governed the transfer, provided that they should hold office "by the same tenure and on the same conditions as immediately before the appointed day."

The Ministry of Health quite appreciated this claim and reduced the proposed 5 per cent. contribution to 2½, 3 and 3½ per cent., as laid down in the 1929 Act.

Salaries.

Another matter is perturbing the minds of those who know the kind of agreement which the Staff Association, through the Joint Committee, has made in regard to salaries, and that is the attitude it has adopted, or may adopt, in other connections, e.g., assimilation of transferred staffs, etc.

Some time ago stabilisation of salaries was under discussion through the Joint Committee, and a merger of the bonus into salary was offered by the Council and rejected by the Staff. A deadlock appeared to have occurred, when suddenly it was announced that practically the original demand made by the Staff Association for an improved scale had been conceded. Details appeared in the Council Minutes of the 4th February, 1930.

In the report then presented it is stated that the scales have been worked out for application to *existing staff* (those in the Service on the 16th December, 1929, or who entered the Service after that date, but before the 1st April, 1930). The recommendations were retrospective in operation to the 1st April, 1929.

The settlement was hailed as an excellent one, and quite

recently a well-deserved presentation was made to Mr. W. J. K. Crawforth, the President of the Staff Association, who has been prominent in negotiating on behalf of the staff.

Quite unobtrusively the following sentence appears in the report :—

> "*This basis does not apply to new entrants to the Service, and we are consequently framing new scales for application to recruits.*"

Recently a bomb-shell burst. No one appears to have contemplated that the new scale reported to and adopted by the County Council on the 1st–2nd April, 1930, and which is very much less favourable in many respects than the scale adopted in February, was to apply to transferred officers.

In the February minutes it will be noted that reference is made to new scales to apply to *recruits*, and in April it is simply stated that the new scales apply to officers who enter the Service on and after 1st April. Again, the impression *recruits*.

Would any reasonable person contemplate that the reference could include the Poor Law Officers who have given long service to the public in London, and who will continue those services under employers determined by Parliament, and comprising, to a large extent, the elected representatives under whom they formerly served.

Transferred Officers as Recruits.

At an interview which the Chief Organising Secretary and representatives of the former Metropolitan Asylums Board Branch had with the Clerk of the Council on the 16th April, on various matters, it emerged that the April scale was to apply to transferred officers.

Those who attended a meeting of London Poor Law Officers on the 31st March last at the Central Hall, Westminster, will remember that Mr. R. I. Tasker, J.P., Chairman of the L.C.C., in welcoming Poor Law Officers into the Service of the County Council, assured them that they would enjoy conditions of service which would be no less satisfactory than formerly, and probably better, but particularly assured them that in no respect would they be treated *with inferiority*, as compared with their new colleagues. The Staff Association at the same meeting welcomed the transferred officers, and assured them of a good reception and every sympathy.

It is difficult to see why the County Council so hurriedly adopted the new and lower scale, why the position of transferred officers was not mentioned in connection with it or the earlier and better scale, and why the organisations representative of the transferred officers were not consulted, if it was intended that the new scale should apply to them.

It seems an extraordinary procedure for the Staff Association to enter into an agreement regarding salary scales in respect of officers they do not represent, and who are organised with other bodies that are afforded no opportunity of presenting their views.

Enquiries have been made from the Staff Association as to whether in negotiating the scale it was understood that it was to apply to transferred officers, but so far no reply has been received.

The only question raised at the moment in connection with superannuation and salaries is as to whether the Staff Association can envisage the needs of transferred officers or, in fact, of any officers who have not spent a considerable part of their lives within the precincts of the County Hall or one of its ancillary buildings.

Surrey C.C. Branch.

The Surrey County Officers' Branch has practically completed the details concerning the extended membership of transferred officers. There has been added to the Executive Committee eight members from the Management Committee of the former Surrey Branch of the N.P.L.O.A., and the very energetic Secretary of that Branch, Mr. R. J. Felton of Epsom, has been invited to act as Joint Secretary with Mr. Fleet. Mr. Felton has supplied a list of approximately 200 of his members who have paid subscriptions on account of the current year and who become members of the County Officers' Branch by amalgamation. The local correspondents of the "National" are continuing to act as local correspondents for N.A.L.G.O., and to assist in the registration of members, collection of subscriptions, etc.

East Ham Branch.

The East Ham Branch invited transferred officers to membership and subsequently to a meeting at the Council Chamber which was addressed by Mr. A. A. Garrard, National Executive Council, and Mr. Fitch, the Branch Secretary. Tea was served prior to the meeting and the excellent relationship that was established is proved by the fact that 32 out of 36 eligible officers have filled in membership forms.

L.C.C. Superannuation.

The London County Council has given instructions for the Council's existing practice of basing superannuation contributions and allowances on the yearly average of remuneration at full scale rates and not on actual remuneration to be applied to all officers transferred to the service of the Council under the Local Government Act, 1929, who come within the terms of the Poor Law Officers' Superannuation Act, 1896, or the Asylums Officers' Superannuation Act, 1909.

Nurses' Superannuation.

Women nurses who contracted out of the Poor Law Officers' Superannuation Act, 1896, and are not subject to any scheme of superannuation, may, if they so desire, be admitted to the L.C.C. Superannuation and Provident Fund as "new entrants" from the 1st April, 1930.

See note on Page 138 on the position of Nurses who contracted out of the 1896 Act.

North-Western District.

Liaison Committee.

The Liaison Committee of the North-Western and North Wales District, composed of eighteen members representing N.A.L.G.O. and the former members of the N.P.L.O.A. in the area, meets to consider matters arising out of the transfer of the Poor Law and the amalgamation of the two Associations.

The representatives of N.A.L.G.O. are Messrs. J. W. Wilkinson, F. J. Willett, W. H. Whinnerah, J. E. Gee, J. H. Warren, F. Davies, O. Hives, Geo. Carter, F. B. Lunt, while former N.P.L.O.A. members are represented by Messrs. H. J. Martin, G. W. Coster, C. A. Roberts, C. H. Exley, H. H. Miller, J. H. Tyrrell, O. A. Moss, E. Arriss, Wm. Jones.

At the meeting held in Manchester on the 12th May Mr. J. W. Wilkinson welcomed the representatives of the Public Assistance officers, and invited them to use the machinery of this Committee to the fullest extent.

The steps taken in regard to propaganda by means of letters, leaflets and meetings were reported as well as the procedure adopted to ensure adequate representation of the transferred members on the executives of branches.

It was explained that consideration was being given to the difficulty of organisation where local members were situate in an Institution which was many miles from the County Headquarters where the remainder of the County officers were organised. Arrangements had already been made in several cases for officers attached to a County Branch for status purposes to be attached to the nearest local Branch

distribution of journals and for propaganda, social and creative purposes. Mr. Gee (Lancs. County) outlined e steps his Branch had taken in this connection, then ated that the subject was one for discussion at the thcoming Annual Conference and that he had no doubt e National Executive Council and the local branches of e N.A.L.G.O. would co-operate in every way to give e keenest welcome and interest to their new colleagues.

The machinery adopted to deal with (*a*) local applications regard to salaries and service conditions, (*b*) the Benolent and Orphan Fund, and (*c*) the collection of subriptions, was explained.

The general position of Public Assistance Officers in lation to Superannuation, and the particular position of irses, was considered. Mr. Hill, the General Secretary the N.A.L.G.O., stated that steps had been taken (for ample in Manchester and Liverpool) to ensure the preserion of transferred Officers' rights under Superannuation.

With regard to the position of Nurses who had contracted t of the 1896 Act, all N.A.L.G.O. Branches had been comunicated with with a view to representations being made the local authority to bring such nurses within the scope the Local Government and Other Officers' Superannuation t of 1922. Communications were being sent to local thorities at the present moment either by N.A.L.G.O. adquarters or the local branches in this connection.

Mr. Miller, the General Secretary of the North Lancs. anch of the late N.P.L.O.A., specially raised the position ising at Bolton, where the 1922 Superannuation Act s been adopted from the 1st July, and the D.O.S. was structed to communicate with the Bolton Branch on the atter.

Some questions of eligibility were raised, and the representatives of several large branches outlined the broad sis of eligibility which was being observed in their anches. It was stated that any difficult cases of interetation would probably come before the Liaison Committee in due course.

Superannuation.

Legal opinion has been taken and assistance given in nnection with the superannuation rights of an officer ho, immediately after being transferred to the Cheshire unty Council, took up an appointment on the Public ssistance staff of a County Borough.

In two cases, one in North Wales and one in Cheshire, dvice and protection have been given to officers taken over y Councils, with considerable alteration of status, etc.

Protracted representations have been made to the iverpool Corporation with regard to the option to be ercised by officers regarding their rights under the 1896 uperannuation Act. It has now been decided by the iverpool Corporation to bring such officers as do not elect remain under the 1896 Act under the Local Act adopted y Liverpool, as a temporary measure only. The Liverpool ouncil, however, are to adopt the Local Government and ther Officers' Superannuation Act, 1922, as from the 30th une. This date has been agreed with the Ministry in order hat the transfer to the 1922 Act can take place before the st July in accordance with the intentions of Section 124 f the Local Government Act of 1929.

Compensation.

Legal opinion and advice with regard to the amount of ompensation to be claimed has been given to an officer in orth Wales.

Liverpool Membership.

Mr. E. L. Riley, Secretary of the Liverpool Branch, on the 3rd May stated: "We already have a guarantee of 500 new members to the Liverpool Branch from the West Derby Union Branch of the N.P.L.O.A. 1,600 officers eligible for membership are being circularised."

Yorkshire and North-east.

In the Yorkshire and North-Eastern Districts many meetings have been addressed and interviews held with transferred officers, and it is pleasing to report that the number of applications for membership have exceeded all expectations.

Transferred officers generally are showing a very live and active interest in the Association, and as the work of Nalgo becomes better known amongst them and the position, strength and influence of the Association appreciated, they will realise that Nalgo is the only organisation which can adequately represent their true interests.

Thanks from South Shields.

Within 24 hours of the transfer, the Divisional Organising Secretary was called in at South Shields with respect to a Ministry of Health Inquiry which was being held to investigate the administration of the Institution Hospital, in which five persons were involved. Considerable work was necessary in the preparation of the case. The Association was admirably represented at the Inquiry by Mr. Simonds. After the proceedings were concluded, the Divisional Organising Secretary received a communication from the Master of the Institution in the following terms:—

> "May I tender our sincere thanks for the able assistance given in the recent Inquiry? Whatever the result we feel that the defence on our behalf was all that could be desired. It was, in my opinion, an instance of trouble arising from circumstances beyond our control, and emphasises the necessity of being a member of such an organisation as yours."

Applications for Advice.

The action of some County Councils with regard to transferred officers is causing much heartburning, and an extraordinary number of applications for advice, particularly on alterations which have been effected in connection with salaries, etc., necessitating claims for compensation, have been received by the Divisional Organising Secretary. Many of these claims are involved, and can only be dealt with satisfactorily by experts. It should be noted that in an organisation of such huge proportions as Nalgo, work of this kind is almost routine in character, and that where unexpected difficulties arise the Association is prepared to give legal advice and go to any extent necessary to maintain the rights of all officers who may be affected.

Superannuation.

In connection with Superannuation it is known that transferred officers have the option of transferring to the 1922 Act before the 30th June if such Act has been adopted by their new Authority. The question as to the advisability of so transferring has exercised the minds of many officers, and whilst it would be most unwise to give any general advice which would be suitable to all cases, it is desirable that transferred officers should know the details of the two Acts thoroughly in order to enable them to arrive at a decision.

Advice on this matter has been given by the Divisional Organising Secretary in a large number of cases, and he has circulated widely a memorandum giving in parallel columns the main features of the two Acts.

Help in Difficulties.

Many and difficult are the problems which will confront transferred officers during the next year or two. Nalgo has been negotiating for fifteen or twenty years with all the Local Authorities by whom the transferred officers are now employed, and has become known and recognised as the official mouthpiece of the staffs. In every case we have large Branches already in existence. We are heard with respect because the Authorities know that we are in a position to state a case fairly and effectively, that we do not appear before them for the purpose of beating the drum, and that we are reasonable and conciliatory in our requests.

We want to take this opportunity of assuring all transferred officers that conditions of service can only be dealt with by an Association which is thoroughly equipped, and has the machinery already in existence ready to respond at a moment's notice. The organisation of the Association is admirably fitted to suit the needs of all officers, and the presence of a resident Secretary in every area is a guarantee that the interests of officers are safeguarded to the fullest possible extent.

The Divisional Organising Secretary has already made the acquaintance of a very large number of transferred officers, and his services are placed unreservedly at the disposal of all who may need him.

Sheffield Membership.

The Sheffield Municipal Officers' Journal states: "At the time of going to press over 200 members of the staff of the new Public Assistance Department have signed Membership Forms."

South Wales.

The Public Assistance Committee recommended the Cardiff City Council to adjourn for six months' consideration of the revision of salaries of transferred Poor Law Officers. The salaries of junior officials are below the Corporation Junior Scale. Representation was made on behalf of the transferred Junior Officials to the Association, and the City Branch appealed to the Council to bring the transferred Juniors into line with the recognised scale agreed with N.A.L.G.O. The City Council have referred the recommendation back to the Public Assistance Committee.

Relieving Officers.

Salary Scale Adopted.

The following scale of salaries for Relief Staffs was adopted by the National Association of Relieving Officers at the Annual General Meeting held at Bristol:—

Superintendent Relieving Officers: £550 per annum, rising annually by £50 to £700 per annum.

General Relieving Officers: £400 per annum, rising annually by £30 to £550 per annum.

District Relieving Officers: £350 per annum, rising annually by £25 to £525 per annum.

Assistant Relieving Officers: £250 per annum, rising annually by £15 to £325 per annum.

In cases where a Relieving Officer holds more than one office, the Association lays down the total remuneration from all offices shall not be less than as set out above. The lowest and highest figures are irreducible minima.

Superannuation of Nurses

Position of those who Contracted Out.

The following letter from Headquarters to the Secretaries of County and County Borough Branches indicates a situation of considerable importance for certain nurses. Those who are affected by the position are asked to communicate with their Branch Secretaries:—

A point concerning Nurses and Superannuation arises out of the transfer of Poor Law Officers to the County and County Borough Councils on the 1st April last, which I hope you will appreciate from the following explanation.

A considerable number of nurses contracted out of the Poor Law Officers' Superannuation Act, 1896, under the Poor Law Officers' Superannuation Act Amendment Act, 1897, and have since regretted their action. In practically all these cases it seems that the position was not properly explained to them before they contracted out, or they were badly advised. Most of them would now like the opportunity of coming back into a superannuation scheme and unless the nurses are brought within the Local Government and Other Officers' Superannuation Act, 1922, they will not be able to look forward to a pension at the end of their service.

The position is not without some complication; by the Twelfth Schedule of the Local Government Act, 1929, Section 27 of the Local Government and Other Officers' Superannuation Act is repealed as from the 1st April, 1930. That being so it seems quite clear that where a County Council or County Borough Council at any time after the 1st April, 1930, designated the post of nurse as an established post for the purposes of the Act of 1922, then the Poor Law Nurses transferred to the Council under the Act of 1929 will come within the Act of 1922, and their past service will be non-contributory service. There may, however, be some difficulty in cases where a Council have, prior to the 1st April, 1930, designated the post of nurse as an established post for the purposes of the Act of 1922 because they already had nurses in their employ.

In the interests of the nurses we should like this issue to be brought to the notice of your Council and I should be glad if you would let me know by return of post whether you will put in a letter to your Council or whether you wish me to do so.

Cost of Living Index Figures.

Below we give the average monthly percentage increase in the Cost of Living Index for the past six months:—Dec., 67; Jan., 66; Feb., 64; March, 61; April, 57; May, 55.

The percentage increases in each of the five groups on which the Index Figure is based are as follows:—

	Mar.	Apl.	May.
Food (7½)	50	43	40
Rent (2)	52	52	53
Clothing (1½)	115	115	115
Fuel and Light (1)	75	75	70
Other Items (½)	80	80	80

The figures in brackets denote the proportion of each item out of a total of 12½ as calculated by the Ministry of Labour.

In regard to rent the statistics of the Ministry of Labour now take into account decontrolled rents of working-class dwellings.

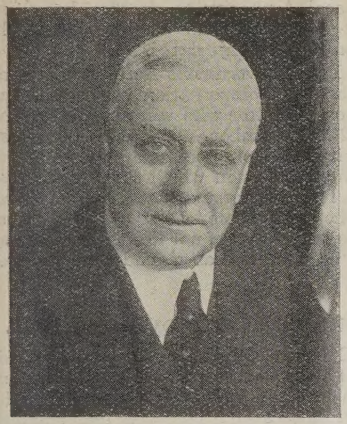
Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1.

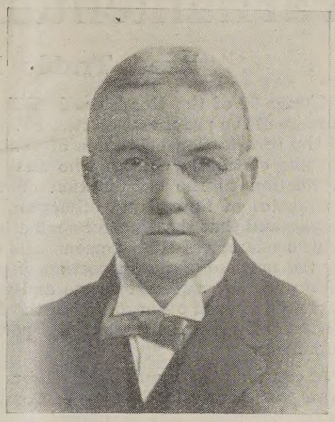
Public Assistance Representatives on N.E.C.

In accordance with the arrangement made in connection with the amalgamation of the N.P.L.O.A. with the N.A.L.G.O. Public Assistance Officers have four special representatives on the National Executive Council and four on the "Poor Law Transferred Officers' Committee."

The four representatives on the N.E.C. are Sir Tom Percival, Mr. G. W. Coster, Mr. F. W. Greenhalgh and Mr. C. Roberts, and on the "Poor Law Transferred Officers' Committee": Mr. H. H. Miller, Dr. J. B. Williamson, Mr. J. Moss and Mr. W. S. Newberry, whose photographs are reproduced here.



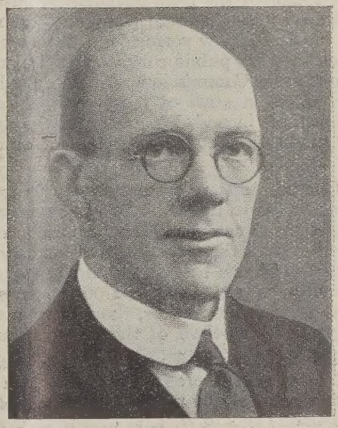
MR. G. W. COSTER.



SIR TOM PERCIVAL.

MR. F. W. GREENHALGH.

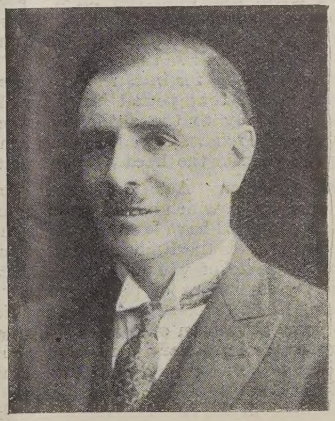
MR. H. H. MILLER.



MR. J. MOSS.

MR. C. ROBERTS.

DR. J. B. WILLIAMSON.



MR. W. S. NEWBERRY.

Parliamentary Notes

Road Traffic Bill.

Clause 66 of the Road Traffic Bill provides that for the purpose of the provisions of Part IV. of the Bill with respect to the certification of fitness of vehicles the Minister may appoint certifying officers who shall perform such duties in relation to the examination of vehicles, the issue of certificates of fitness and otherwise, as the Minister may require and that the Minister shall appoint as public service vehicle examiners such persons as he considers necessary for the purpose of the inspection of public service vehicles within the several traffic areas and for the purpose of the discharge of such other duties as the Minister considers can conveniently be discharged by persons acting as such examiners.

A considerable number of officers of local authorities, more particularly in the case of County Boroughs and the larger boroughs, are employed in connection with the licensing, examination and certification of public service vehicles. Certain duties in connection, for instance, with vehicles such as taxicabs would under the Bill continue in the hands of the local authorities, but the effect of the Bill would be that a large part, and probably the larger part, of the duties now performed by the local authorities in connection with public service vehicles will be transferred to the Traffic Commissioners. The result will be that some reduction in staff of local authorities will take place or alterations in and diminution of the duties of the staff will be made with consequent loss of or diminution in salary or wages.

Communications were accordingly made on behalf of the Association to the Ministry of Transport with a view to the insertion of compensation provisions on the lines of those contained in the Local Government Act, 1929 (Section 123 and the Eighth Schedule), and it was understood that the Ministry would be prepared to insert some provisions dealing with the matter, though not necessarily in the form suggested on behalf of the Association.

The Minister of Transport, Mr. Herbert Morrison, gave notice of a Clause as to compensation to existing officers, and a schedule of provisions as to determination of compensation, the provisions of which were satisfactory from the point of view of the Association with one exception. The Clause provides that every officer of a local authority who immediately before the passing of the Act had held office under that authority for a "period of not less than two years" and who suffers such loss as is referred to in the Clause shall be entitled to compensation. The words "a period of not less than two years" would, it is claimed operate unfairly, for instance, in the case of an officer who might within that period have transferred from another local authority to the authority under which he is now serving, and might, indeed, have taken this step as a step in promotion in the Local Government Service.

Of the many Acts containing compensation clauses the only one in which a period has been fixed during which an officer should have been employed in order to qualify for compensation is the Railways Act, the opening words of the third Schedule of which provides that the provisions are to apply in respect of persons who "at the date of the passing of this Act are and for a period of not less than five years have been officers or servants of any constituent company or subsidiary company," but a distinction can be drawn between officers and servants of the various Railway Companies before the passing of the Act of 1921 and officers in the Local Government service. In the latter service it is to the advantage of local government generally that there should be freedom of movement so that officers may go from one Local Authority to another, benefiting by the variation in experience and also benefiting the service by application of that experience.

In the case of the Local Government Act, 1929, Section 123, it is provided that the compensation provisions shall apply in the case of every officer who was an officer of an Authority on the 12th November, 1928, and also is an officer of an Authority at the appointed day, the 12th November, 1928, being the day on which the Bill for that Act was introduced. It was suggested that a similar course might be adopted in the present case instead of the reference in the proposed Clause to a period of not less than two years before the passing of the Bill, and an amendment on these lines was drafted.

Hours of Industrial Employment Bill.

The Bill introduced by the Minister of Labour to limit the ordinary working hours of industrial workers in industrial undertakings to eight in any day and forty-eight in any week is of interest because it embraces undertakings of various kinds in the hands of Local Authorities.

The operations specified as coming within the application of the Act are as follow :—

(*a*) mining, quarrying and other works for the extraction of minerals from the earth ;

(*b*) the manufacture, alteration, transformation, cleaning, repairing, ornamenting, finishing, adapting for sale, breaking up or demolition, of any article ;

(*c*) the generation, transformation, or transmission of electricity or motive power of any kind ;

(*d*) the production or supply of gas or water ;

(*e*) the construction, re-construction, maintenance, repair, alteration or demolition of any building, railway, tramway, harbour, dock, pier, canal, inland waterway, road, tunnel, bridge, viaduct, sewer, drain, well, telegraphic or telephonic installation, electrical works, gas works, water works or other work of construction ;

(*f*) the handling of goods at docks, quays or wharves ;

(*g*) the warehousing of goods under contracts for such warehousing ;

(*h*) the transport of passengers or goods under contracts for such transport, by railway, motor vehicle, or horse-drawn vehicle.

Clause 12 excepts from application of the Act persons "holding positions of supervision or management or employed in a confidential capacity" or "employed wholly or mainly in clerical operations."

(*Continued from page* 134.)

Following a series of meetings with representatives of the Bedwellty Council, revised scales of salaries have been adopted.

The Shoreditch Council has amended the Salaries Scheme. Present increments will continue to the new maxima of the London District Council Consolidated Scale, and the waiting period under Grade A is abolished.

Hackney Council has applied the Consolidated Scale of the London District Council to Sanitary Inspectors and Health Visitors.

The Camberwell Borough Council has adopted a scale of salaries under four grades, viz. :—Class 1 : £80 to £175. Class 2 : £165 to £280. Class 3 : £270 to £330. Class 4 : £300 to £400.

The Battersea Borough Council has adopted the new Consolidated Scale of the London District Council.

Administrative Posts in the Education Service.

Memorandum Prepared by N.E.C.

With regard to Item 13 of the Conference Agenda (p. 87 of the April issue), and Paragraph 14 of the Annual Report relating to Administrative Posts in the Education Service, we publish below the memorandum for submission to the Association of Directors and Secretaries for Education :—

MEMORANDUM TO THE ASSOCIATION OF DIRECTORS AND SECRETARIES FOR EDUCATION.

1. The National Association of Local Government Officers has a membership exceeding 50,000 which includes practically the whole of the officers of the majority of the Local Authorities in England, Scotland and Wales and can claim to represent the views of Local Government Officers on any question affecting Service conditions.

2. The Association has, for many years, given much time and thought to the qualifications and efficiency of staff personnel in view of the growing importance of the work of Local Authorities.

3. Naturally, every movement affecting Local Government Officers is watched very carefully, and with a distinctly keen membership it is to be expected that the National Executive Council will from time to time be confronted with problems which concern particular groups of members.

4. An important discussion took place at the Bournemouth Conference, held during Whitsuntide, 1927, upon what was regarded as a serious change in the policy of Education Authorities when filling the principal positions in that department. This discussion arose from the appearance in a number of advertisements issued about that time of a stipulation that experience in teaching was essential in applicants for such positions.

5. The appearance of this limitation in advertisements, considered with the generally circulated report that it was to be the future policy of Education Authorities to insist upon teaching experience in all appointments of this kind, quite naturally caused serious concern in the minds of many officers on Education Staffs, who, although without teaching experience, were expecting that they would some day by their qualifications have the opportunity of filling the higher posts in the Education Service.

6. Quite apart from the important effect upon the outlook of many members of the administrative staffs in Education Departments, it was realised that if a barrier were to be erected in Education Departments which would make promotion beyond a certain stage impossible without teaching experience, it would have the effect in future of making the department a "blind alley" and consequently the standard of entrant to the administrative staff in the Education Department would be considerably lowered, and this would not be in the best interest of the Service.

7. It is admitted that appropriate technical qualifications and experience are required for most of the important posts in the Local Government Service, but it is also a fact that the larger the department and the more responsible the position the more do qualifications as an administrator become the dominating factor.

8. It is not the purpose of this memorandum, nor is it the Association's policy generally, to suggest what should be the qualifications of a Local Government Officer for a particular post, nor do we wish specifically to compare the relative importance of experience in teaching and administration. On the other hand the National Association urges that it would be in the best interests of all concerned if the policy of the Education Authorities were so to frame their advertisements that no possible potential principal officer should be ruled out of consideration and that the best officer should be appointed.

9. It is believed that there is a genuine desire to provide the fullest possible scope to any officer with ambition and qualities to obtain comprehensive training and preparation for the highest positions in the Education Service.

It is suggested that Education Authorities should provide facilities whereby their staffs could obtain the necessary experience to qualify them for these positions. In this connection it is very encouraging to learn that one of the largest Local Education Authorities already has recognised the desirability of providing such facilities.

In conclusion it is respectfully requested that your Association may see the reasonableness of the view that for all administrative posts no bar or condition should be inserted in the advertisements which would limit the field of applications.

The members of the deputation desire to place on record the pleasure they had in meeting your Executive Committee, which meeting they feel was most helpful and informative, and they trust mutually so to both parties.

Note.—In response to a request made by your Executive Committee an examination has been made of the advertisements appearing in the *Times Educational Supplement* during a period of twelve months, which shows that of 35 administrative appointments under Local Education Authorities with a salary exceeding £270 per annum there were 17 where teaching experience was mentioned as essential or desirable.

Miscellaneous.

The Leeds City Council have recently adopted rules and interpretations governing the question of sickness and its effect on annual leave. The rules follow closely on the lines of similar regulations obtaining in certain sections of the Civil Service, and it is felt that their adoption marks a further stage of progress in the service conditions of Municipal Officers in Leeds.

Owing to a re-arrangement of the work of the Staff at Easington the services of several Officers are being dispensed with. The Association is making representations to the Council on the matter.

Mr. W. P. Tunnicliffe kindly entertained the members to tea in connection with the Swadlincote Annual Meeting. The Branch continues its splendid support of the B. & O. Fund.

Conference.

Masonic Function.

Delegates to the Annual Conference are asked to note that the Masonic Function which was included in the draft programme will not be held.

Ayont the Tweed.

We are writing on the day before the Local Government (Scotland) Act comes into force, and we find that a great many officials in Scotland are yet uncertain of their position. In Glasgow, for instance, all the officials of Transferor Authorities are asked to continue for the present on the same terms and conditions as before, and while some are taking over entirely new duties to-morrow, the new terms of service have not yet been determined by the Corporation. It seems to be time not only for Glasgow but in many of the Burghs and Counties. Within the next three months there will probably be a great deal of negotiation both with regard to the terms of appointment of Transferred Officers and to the settlement of claims for compensation. What has been said to many of our members in correspondence may be repeated here, namely, that when the time comes for central negotiation the Association will render every assistance in its power.

Compensation Appeals.

The first appeal against Aberdeen, against decisions of the City Council with regard to the compensation awarded to certain members of the staff of the Education Authority. They relate to the question of years added for abolition of office. The Treasury Scale has not been granted, on the ground, it is understood, that the employees concerned are nearing the age of retiral. It will be interesting to have decisions on the point at issue. The sums involved are small and it seems a pity that a large and wealthy Corporation should haggle over a few pounds. To them it is so little, but to the men concerned it is a real consideration.

Edinburgh Branch.

The question of exception from National Health Insurance, which was raised by the Corporation last month, has now been settled. The majority of our members would have preferred things to remain as at present, but the issue was complicated by the fact that the Education Authority, the Parish Council and the District Board of Control had all obtained Certificates of Exception some years ago and the official staffs of these bodies wished to continue as Excepted Persons. The D.O.S. interviewed the Corporation Committee dealing with the [illegible] and stated the point of view of the Branch. He also objected to [illegible] suggested by the Corporation and submitted counter-proposals which had been prepared by a small committee. These proposals were as follows:

Service at Date of Commencement of Incapacity.	Full Pay for	Half Pay for
	Mths.	Mths.
1 year and not more than 5 years	3	3
5 years and not more than 10 years	4	4
10 years and not more than 15 years	5	5
Over 15 years	6	6

After consideration of these proposals in private the D.O.S. was recalled to the meeting and the Chairman intimated that his Committee were prepared to recommend their acceptance subject to a few minor alterations. A special Branch meeting was convened to approve or otherwise of the Scheme submitted, when the meeting unanimously decided to approve generally of this Scheme, and remitted minor adjustments to a small committee with power.

BANKING ACCOUNTS.

Special Terms to N.A.L.G.O. Members.

The arrangement announced on Page 120 of the May issue, whereby members of the Association may open and conduct accounts on special terms with the following banks:—

Barclays,
Lloyds,
Midland,
National Provincial,
Westminster,

has now been extended to include the District Bank and Williams Deacon's.

Members wishing to take advantage of this arrangement must produce subscription receipt or contribution card or, if transferred officers, a subscription receipt for 1930 issued by the N.P.L.O.A.

Glasgow Branch.

The formidable application for a complete new Grading Scheme prepared and printed by the Branch came before the Conditions of Service Committee on 2nd May, when Mr. Fox, in submitting the case, was given a courteous hearing. The Committee decided to continue consideration. The matter is, therefore, to use a legal phrase, *sub judice*, and it would be inadvisable to say more than that we are not without hope that something substantial will result.

Perth Branch.

The new Grading Scheme comes into force this month, and the D.O.S. had an interview on 9th May with regard to placings on the Grade. He raised a number of individual cases, and was assured that certain hard cases would receive special consideration. Taken as a whole, the new Grading Scheme has been very favourably received by the members.

Sports Tournament.

Several enquiries have been made regarding the date and place of the Sports Tournament. The Committee, it may be explained, has not yet met, although a meeting is now being arranged. The feeling seems to be pretty general, however, that we cannot do better than meet again at Dunblane either on 13th or 20th September. The entries are likely this year to be very numerous—more numerous than we may be able to accept. When, therefore, the forms for entry are issued, we would advise our members to return them as early as possible in order to ensure a place.

Obituary.

We regret to record the death of Mr. J. H. T. Jowett, Superintendent of the Ealing Swimming Baths, at the age of 56. Mr. Jowett was one of the founders and acted as honorary secretary of the Association of Baths Superintendents. He was an active Freemason and in 1924 he was installed as Worshipful Master of the Ealing Lodge.

It is with deep regret that the Altrincham and District Branch has to record the death of one of its most esteemed members, [illegible] David Hallewell, Clerk to the Council to Smithtrict Council. Mr. Hallewell [illegible] office for 34 years, and with Council has a superannuation [illegible]; viz.: Class 1: [illegible] and Class 3: £270 to £[illegible] a year. Prior to [illegible] Council has adopted [illegible] in the London District Coun[illegible]

Summer School.

Syllabus of the Lectures.

We continue below the outline of the Lectures which was commenced on page 115 of the last issue of the "Local Government Service."

THE LAW OF ENGLISH LOCAL GOVERNMENT. (Lecturer: Dr. Robson.) Three Lectures. August 4th and 5th.

The general background—dominant Constitutional principles—the sovereignty of Parliament—the sources of municipal authority—Common law, legislation and equity—Delegated legislation.

The legal origins of the local framework: the borough charters and Acts of Parliament—the transition from *ad hoc* bodies to general Local Authorities elected for all purposes—legislation imposing duties and conferring powers.

The nature of corporate existence—the doctrine of *ultra vires*.

The legal responsibility of local authorities towards the public—the Rule of Law in theory and in fact—malfeasance, misfeasance, non-feasance—the immunity of the Crown from tort—dual control over officials—the Public Authorities Protection Act—the special disabilities of paupers.

THE STRUCTURE OF ENGLISH LOCAL GOVERNMENT. Group I. (Lecturer: Dr. Robson.) Three Lectures, August 5th and 6th,

The constitutional classification of Local Authorities does not correspond to the facts of population, wealth and territory—the welter of small authorities—the conflict between town and country, as shown by the struggle over the creation and extension of county boroughs—the disintegration of power—the results of an obsolete structure—the daily population tide.

The possible alternatives are either a series of directly-elected regional councils or a number of combined authorities built up from stable basic units—the need for adjusting the size and shape of the area to the service to be administered—various illustrations.

The organisation of the county.

The rationalisation of county boundaries—the extension of county borough status—the danger of centralisation if the present position continues—the need to harmonise local government with the realities of modern life and with scientific improvements. (Group II lectures will be given by Dr. Finer—see May issue, page 115.)

THE RELATION BETWEEN CENTRAL AND LOCAL GOVERNMENT. (Lecturer: Mr. Smellie.) August 13th, 14th and 15th.

LECTURE 1.—Theories as to Central and Local Authorities from Bentham to the present day—the causes that determined the methods of Central Control adopted; the revolutions in transport—the present position.

LECTURE 2.—A consideration in more detail of the present division of functions between Central and Local Authorities—various methods of Central Control—the kind of control exercised varies according to the history of the department responsible and the nature of the service concerned—a discussion of the special problems of the Ministry of Health, Board of Education, Home Office, and other departments.

LECTURE 3.—What are to be the future relations between Local and Central Governments? There are three problems: (1) technical changes of increasing rapidity; (2) the chaos of areas must be simplified; (3) what financial resources can Local Authorities be given? Is there any way by which Local Authorities can be given more freedom than a bus horse?

Three Lectures will be given on Local Government in France, Germany and the United States.

Enrolments should be received by the General Secretary, 24, Abingdon Street, S.W.1, not later than 30th June.

(*Photo: Shore.*

Dr. FINER.

(*Photo: Elliot & Fry.*

Prof. LASKI.

Students' Notes.

Nalgo Examinations.

The number of entries for the N.A.L.G.O. Examinations this year constitutes a record. The entries for the three grades are set out below with the figures for May, 1929:

	May. 1930.	January. 1930.	May. 1929.
Prelim. ...	106	83	92
Inter. ...	50	17	28
Final ...	6	2	2

The revised syllabus came into force in May, 1929, and few candidates are yet ready to take the Final Examination, thus accounting for the smaller numbers for this grade.

An article on the standard attained by many candidates in the preliminary grade appears on another page in this issue.

Copies of the syllabus of the examinations can be obtained free from the General Secretary at 24, Abingdon Street, Westminster, S.W. 1.

Relieving Officers' Course.

The Nalgo Correspondence Institute proposes to publish a course of correspondence tuition for the Relieving Officers' Examination held by the Poor Law Examinations Board. Arrangements have been concluded with a well-known coach for the transfer of the copyright of his course, and this will be thoroughly revised and re-issued by the N.C.I.

A difficulty prevents its immediate publication as all the text-books were thrown out of date on the passing of recent legislation, but as soon as "Hadden's Relieving Officers' Handbook" has been revised by Mr. J Moss the course will be available.

Arrangements have been made whereby students can be given preliminary reading of a useful nature. The fee for this course has been fixed at £5, which will include the necessary text-book.

(*Photo: Swaine.*

Dr. ROBSON.

transferred

The Forum.

Correspondence is invited, but the Editor cannot accept responsibility for the views expressed in this column. No letter will be published unless accompanied by the name and address of the writer, but a nom de plume may be used for publication.

CONFERENCE AGENDA ITEM 29.

In the agenda for the Annual Conference at Lowestoft there is an exception of motion which, if adopted and endorsed in the Conference on the Association, will give power to the N.A.L.G. and to the Committees of Delegates and Branches to do what they like with the Nalgo funds. Members and General Purposes will be deprived of their right to express the action of their Committees in disposing of their funds so long as those funds have been voted away to any "institution" or any "object."

As practically all the delegates to the Conference are members of executive committees and the passing of the resolution will, in effect, relieve them from the consequences of any wrongful disposal of funds; this motion raises an issue where two delegates (one per cent.) are in conflict with the rights and interests of the other 99 per cent. of members, who cannot attend the Conference to speak for themselves. The mere consideration of such motion by so biased a body is a tort; an invasion of the common law right of private members to insist on their funds being used for the purposes for which they [illegible]

Even the amendments which restrict discretions to "charitable" objects are a dangerous innovation. The amount ought to be limited, the word "charitable" ought to be strictly defined, each case should be voted upon by a general meeting of members after proper notice, or be subject to the comments of the auditor.

Certainly, no executive ought to be entrusted with power to alienate funds against the wish of the general body of members; and for any committee to [illegible] such power is some evidence that they are not fit to be trusted.

THOMAS W. MILBURN.

The C.S.U.S.A.

The Civil Service University Students' Association is open to all engaged in the Public Service, whether Central or Local Government, provided they have obtained, or are now in course of preparation for attaining, University Degrees or Diplomas, or the recognised certificates of Learned Societies and Professional bodies, such as the Institute of Bankers, Accountants, Chartered Institute of Secretaries, but not merely Commercial Colleges.

The Association is not intended to overlap with the activities of NALGO, nor to poach upon the preserves of the Institute of Professional Civil Servants. The C.S.U.S.A. is simply a voluntary Association of public servants actively [illegible] education, or the near equivalent thereof. The Association is not a Trade Union. There is no subscription, and there are no obligations whatever upon members. The only essential is that they must have already obtained their University Degrees or Diplomas to become Members, whilst those now preparing for such are admitted as Student Members.

All those who have undertaken to educate themselves beyond the degree necessary for their immediate requirements have doubtless at one time or another found themselves disappointed by the small need of encouragement afforded them on the part of their Public employers. This is especially the case in the Civil Service, though perhaps Local Authorities are more generous in their recognition of zeal for the service. It is desired to obtain comparative statistics showing how such rewards for voluntary have met the efforts of Civil and Local Government officials.

Women are eligible as well as men. There are no political aims. There is no [illegible] with the interests of any other [illegible] Association. There is no restriction [illegible] upon the grade or office in which [illegible] or Student Members may be employed.

In the Local Government Service there are a large number of officers of both [illegible] who have obtained such Degrees, Diplomas, or Certificates, at one time or another (probably thanks to the useful aid of the excellent Correspondence tuition available from the N.C.L.). It is desired to unite these Local Government Officers with their colleagues in the Civil Service so as to embark upon a united movement for the better recognition [illegible] educational successes, and for the encouragement of present students, [illegible] furtherance of University Education [illegible] the Government Service. I [illegible] a reference in your December issue [illegible] several successes for the "Diploma [illegible] National Administration."

All who hold University Degrees or [illegible], or those granted by the pro[illegible] bodies above mentioned, are requested to write at once to the Organising Secretary, Mr. J. T. E. A. Waddell, "A.D.P.A.," "Thirlmere," 1,303, London Road, Norbury, S.W.16, stating briefly [illegible] evidence their University or other [illegible], when gained, date of entry [illegible] Public Service, and what promotion, [illegible], allowance, or other economic benefit has been bestowed upon them by their Public employers following the attainment of such successes.

Send no money, but please enclose a stamped addressed envelope with every communication. J. T. E. A. WADDELL.

Legal Aid.

A lady member of the staff at Hull was recently knocked down by a motor van and rather seriously injured. The Association was requested to take up the question of damages with the Insurance Company, owing to the inadequacy of the offer which had been made. It is pleasing to report that as a result of the representations made, the Insurance Company considerably increased the amount of the damages.

A member of the staff at Newcastle-on-[illegible] was also recently injured by a [illegible] and as a result of representations made by the Association, damages have been obtained which are satisfactory to the member.

Social Events.

Among the Branch Annual Dinners held recently are those of Cardiff, Coventry, Lindsey C.C., Newport, Northampton, Oldbury, Stoke-on-Trent, Worcester C.C., Sheffield, Wath, Bolton and Thurscoe, and St. Pancras.

At the Coventry Dinner there were two interesting presentations—to Dr. Snell on his retirement under the Superannuation scheme, and to Mr. H. R. Ralph on his resignation to take up the appointment of Borough Treasurer of Walsall. Dr. Snell for many years was a tower of strength to the Association in Coventry, and Mr. Ralph had given notable service to the Branch. There were over 400 guests at the Cardiff Branch Annual Dinner, Dance and Whist Drive, chief amongst whom were the Lord Mayor and Lady Mayoress of Cardiff (Alderman and Mrs. William Charles).

The President, Mr. A. P. Johnson, was the principal guest at the St. Pancras Branch Dinner at which about 180 members and friends were present. Mr. A. Powell Coke, Deputy Town Clerk, occupied the Chair. After Dinner a musical programme was provided by Miss Phyllis King (soprano), Mr. Ashmoor Burch (baritone), Mr. Arthur Askey (comedian), Mr. Finlay Dunn (entertainer at the piano), and Clown Argo (mimicry of animals, birds, etc.). Miss Gertrude Mayo was the accompanist. At the conclusion of the concert dancing took place, the music being provided by the Embassy Dance Band directed by Mr. Dick Payne.

The first Worcestershire County Officers staff Dinner, held in the Shire Hall, was excellently organised, well attended and most successful. Mr. Harold Bradley (Deputy County Surveyor and President of the Branch) presided, and the guests included Lord Cobham, Miss Severn Barrow, C.C., Colonel E. V. V. Wheeler (Chairman of the County Council), and other members of the County Council. In proposing the toast "The Association," Colonel C. F. Milward (Chairman of the Highways Committee) said he thought such Associations were of the greatest value. They stimulated loyalty and *esprit de corps*, and encouraged the highest standards of work. In an excellent speech in reply, Mr. G. A. Stone expressed the Officers' appreciation of Colonel Milward's encouraging words. A happy incident was the presentation to Mr. W. Smith, Hon. Secretary, of a silver cigarette box as a token of esteem and good wishes from the officials.

Dances in aid of the B. and O. Fund have been held by a number of Metropolitan Branches. Among them are Leicester, Loughborough, Newark, Nottingham and County, Peterborough and Stamford.

The second Whist Drive of the Worcester Branch for members only was held in the Guildhall by kind permission of His Worship the Mayor, and was again a great success socially.

Personalia.

MR. V. GRAINGER, Hon. Secretary of the Newcastle Branch for a period of eight years, had his services acknowledged by the members of the Branch, when he was presented with a bookcase, the ceremony taking place in the Tea Room, Town Hall Buildings.

MR. R. L. MISSEN, M.A., Assistant Director of Education, on leaving Middlesbrough to take up his appointment as Director of Education at Wigan, was the recipient of a presentation from the office and medical staffs and Middlesbrough Branch of Nalgo. The presentation took the form of an oak bureau, and was made by Mr. W. J. Williams, M.A., Director of Education. The most cordial wishes for Mr. Missen's future success were conveyed.

MR. H. G. GARNER, Assistant Town Clerk is to be Town Clerk of Walthamstow on Dr. Watson's retirement on the 31st December next. Mr. D. Furness, Deputy Engineer and Surveyor, is to be appointed Borough Engineer and Surveyor, and Mr. T. S. Cunningham, a member of the Engineer's staff, Deputy Engineer and Surveyor.

MR. CUTHBERT BROWN, M.B.E., who retired from his post as Engineer, etc., to Edmonton Council, said farewell to his colleagues at an informal little ceremony held at the Town Hall buffet. Chief officials and members of the various staffs (all being members of N.A.L.G.O.) filled the buffet.

MR. J. J. CLIST, the Hon. Secretary of the Leicester Branch, has resigned his office, and Mr. J. Eckersley has been appointed in his stead. Mr. Clist had been Hon. Secretary for ten years, following Mr. C. F. Lythall, and during this period he has given magnificent service to the Association and the Leicester Branch. The membership has increased from 282 to 443; the Superannuation Act and new salary scales have been adopted. In a large measure the success achieved has been due to Mr. Clist's wholehearted work for his colleagues and the Association.

MR. W. E. HAMBLETT, who retired recently from the office of Hon. Treasurer of the Salford Branch after 10 years' service, has been the recipient of a solid silver fruit bowl as a mark of appreciation of the valuable services rendered by him. The President (Mr. W. W. Woodward, Gas Engineer), in making the presentation on behalf of the Branch, referred in eulogistic terms to Mr. Hamblett's services to the Association, not only in Salford, but also in the North-Western District and elsewhere, and assured him of the sincere thanks of the members of the Branch for efficient and self-sacrificing services which he had given over so long a period.

MR. H. LLOYD PARRY, Town Clerk of Exeter, retired under the age limit on the 26th April last, and the Exeter Branch of N.A.L.G.O. took the opportunity of presenting him with a solid silver rose bowl, a case of pipes and an illuminated album containing the names of subscribers, in recognition of the great services he has rendered to the local branch. Mr. Parry was the founder of the Branch in 1912, and has been the President from that time up to his retirement. The presentation took place at the Guildhall in the presence of the Mayor and Mayoress, the Sheriff and Mrs. Anstey, Mr. J. Brock Allon, Town Clerk of Wolverhampton, and Mr. E. Vosper, Deputy Town Clerk of Plymouth, two former Deputies at Exeter, and about 130 officials. Mr. C. J Newman, the Town Clerk-elect and Chairman of the Executive Committee, in making the presentation referred to the keen interest he took in the local branch and to the kindness always extended by him to officials seeking his advice and guidance.

Mr. Pullinger.

Mr. W. H. Pullinger, J.P., who on retirement after very many busy and honourable years' service was elected to the Southgate Urban District Council, was recently the subject of a very eulogistic note in the *Palmers Green and Southgate Gazette*.

"Than Mr. Pullinger, the note states, 'there is no more deservedly popular man in Southgate. He has spent half a century in Local Government work, and five years as one of the elected representatives on Southgate Council. From the first it was plain to see that Mr. Pullinger would speedily earn the highest office obtainable in the local authority.

"'His accomplishments alone, quite apart from the strength and charm of his personality, were sufficient to warrant his election to the chair. And in that arduous capacity he has performed wonders—in tact, kindliness, broadmindedness, ability, courtesy and impartiality.

"'We are fully acquainted with his activities for the good of Southgate. He has attended nearly 500 meetings in the last year alone; and no one has been more alert than he, none more ready with helpful suggestions. Always Mr. Pullinger has shown himself to be a man of quick and clear thought; a man able to alter the whole aspect of a seemingly ugly situation by sheer force of character.'"

New Branches.

The Coseley Urban District Council officials have formed a Branch from 1st April.

The Hereford R.D.C. officials have formed a Branch from 1st March.

At a meeting of Kidderminster officials, convened by Mr. J. T. Cowderoy, Sanitary Inspector, and Mr. R. G. Fear, Borough Accountant, and presided over by Mr. J. H. Thursfield, M.C., Town Clerk, it was unanimously agreed, following an address by the D.O.S., to resuscitate the Branch.

A new Branch has been formed consisting of the officers of the Tadcaster and Wetherby Rural District Councils, with a commencing membership of approximately 20.

A Branch of the Association has been formed by the staff of the North Riding County Council.

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Liberty.

THERE is so much discussion of liberty that it is stimulating to come across a book written by a man with clear-cut ideas as to what constitutes a state of liberty, and how it may be attained or retained.

In "Liberty in the Modern State" (Faber and Faber, 7s. 6d. net.) Professor Laski has produced an important work on a very important subject, and, moreover, one which is refreshing because, while the ideal behind the book is an almost passionate love of liberty, there is no sentimentalising. Rather is there a coldness of phrasing and reasoning which may sadden the sentimentalist, but which, because of that fact, will make him shift his viewpoint and concentrate on the true principles and practice of freedom.

Professor Laski's definition of liberty is "the absence of restraint upon the existence of those social conditions which, in modern civilization, are the necessary guarantees of individual happiness," and he sets out to "find those rules of conduct to which political authority must conform if its subjects are, in a genuine sense, to be free."

In this second quotation there is, in my opinion, a very ingenious reversal of an accepted canon of those who discuss or write about liberty, and one which is to be expected from this author. Practically every book or debate on the subject has, in the past, sought to find and lay down rules of conduct to which the *subjects* are to conform. Professor Laski seeks the rules to which *authority* must conform.

Prominent in the arguments set out here is his thesis that denial of freedom is certain where there is economic inequality, and he lays it down that freedom expands as special privilege is curtailed. He deals with the various aspects of freedom and the many instances of its denial to sections of the community in the great states. In the process of setting forth his theses and arguing them he has written a very attractive and thought-provoking book.

E. M. B.

The Hastings Council have previously given 90ths as the basis of allowances for non-contributory service under its Superannuation Scheme. As from the 1st January allowances are based on the following scale:—Officers with 30 years' service, 80ths; Officers with 35 years' service, 70ths; Officers with 40 years' service, 60ths.

The new Secretary of the Greenwich Branch, Mr. F. W. Foulger, is to be congratulated on the increase in membership, now exceeding 100, that has taken place since he assumed office and on the very informative monthly "Notes" he is circulating to his members. The first of these, issued on the 15th April, contained an encouraging message from the Town Clerk, Frederick J. Simpson, Esq., who is President of the Branch.

The Magazine of the Barnet and District Branch is evidence of a brisker spirit among the members. It contains a very fine article on N.A.L.G.O. and its benefits, and an informative list of Branch items.

Movement of Members

Mr. J. Potter, Dagenham, to Engineering Assistant, West Ham.
Mr. S. W. Robinson, Hexham, to Audit Clerk, Finchley.
Mr. L. E. Davyson, Kensington, to Borough Engineer's Dept., Hexham.
Mr. F. T. Frost, Acton, to Senior Committee Clerk, Dagenham.
Mr. A. E. Johnston, St. Pancras, to Clerk of Surrey C.C.
Mr. D. Thomas, Swansea R.D.C., to Finance and Rating Officer to U.D.C.s of Llanrwst and Betws-y-coed and R.D.C.'s of Llanrwst and Conwy (4).
Mr. W. G. Brocksom, Scarfes R.D.C., to Public Assistance Clerk, Bishop.
Mr. L. J. Sarrill, Bromley R.D.C., to Divisional Highways Surveyor, Kent C.C.
Mr. J. Feaney, Buckinghamshire, to Committee Clerk, Surrey County Council.
Mr. [illegible] to [illegible] Department, Westmorland C.C.
Mr. R. E. D. Rowlands, Colwyn Bay, to Audit Assistant, West Riding County Council.
Mr. J. Morris Hughes, Colwyn Bay, to Clerk, Surveyor's Department, Guildford.
Mr. J. C. Rossow, Lytham St. Annes, to 1st Assistant Treasurer's Department, Congleton.
Mr. S. Walker, Altrincham, to Divisional Surveyor, East Suffolk C.C.
Mr. W. Cakebread, Altrincham, to Engineering Assistant, Dartford U.D.C.
Mr. S. Heap, Westmorland, to County Surveyor's Department, Stafford C.C.
Mr. W. Hindson, Westmorland, to Borough Treasurer's Department, Erith.
Mr. H. Ivinson, Westmorland, to Divisional Surveyor, Skipton R.D.C.
Mr. L. J. Cullingham, Westmorland, to Engineering Assistant, East Sussex C.C.
Mr. J. Dent, Westmorland, to Assistant Librarian (North Lonsdale District), Lancashire C.C.
Mr. E. G. Davies, West Midland, to Accountancy Assistant, Wrexham.
Mr. L. R. Midden, Middlesbrough, to Director of Education, Wigan C.B.
Mr. J. W. Hoy, Sunderland, to Senior Clerk, Cumberland C.C.
Mr. D. B. Davies, Stoke-on-Trent, to Sanitary Inspector, Wrexham.
Mr. J. S. W. Buttery, Ashford, to Public Health Dept., Merton and Morden U.D.C.
Mr. G. H. D. Crowter, Reigate, to Surveyor's Asst., Northampton County Council.
Miss P. Dodgson, Reigate, to Dental Asst., Croydon C.B. Council.
Mr. A. E. Ball, Egham U.D.C., to Borough Accountant, Lymington, Hants.
Dr. Young, Hastings, to M.O.H., Teddington Council.
Mr. G. M. Seely, Dorset C.C., to Surveyor, Cornwall County.
Mr. R. B. Padmore, Dorset C.C., to Asst. Architect, Bournemouth.
[illegible] to [illegible] Borough.
Mr. R. Snow, Devon C.C., to Clerk under the Exeter City Council.
Mr. R. F. G. Rowell, Devon C.C., to Asst. Librarian, East Sussex C.C.
Mr. W. E. Lower, Somerset, to Clerk under the Lindsey (Lincs.) City Council.
Mr. C. W. A. Baker, Somerset, to Clerk under the Lymington Council.
Mr. R. Wynn, Wolverhampton, to Sanitary Inspector, Ipswich.
Mr. R. Knox, Blyth, to City Auditor, Wakefield.
Mr. J. W. Hoy, Sunderland, to Senior Clerk under the Cumberland County Council.
Mr. E. S. Williams, Durham C.C., to Assistant Librarian, Staffordshire C.C.
Mr. F. Wilkinson, Felling U.D.C., to Clerk in the Accountancy Department, Durham C.C.
Mr. J. R. Stephenson, South Shields, to Rating and Valuation Officer, Alnwick U.D.C.
Miss Margaret Lincoln, South Shields, to Clerk under the Northumberland C.C.

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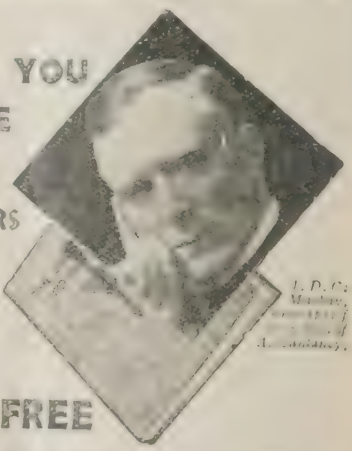

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Mr. H. Bilson, Middlesbrough, to Clerk to Guardians Committee under the North Riding C.C.
Mr. Lloyd Dales, Middlesbrough, to Accountant's Department, North Riding County Council.
Mr. W. J. Knight, Middlesbrough, to Committee Clerk, Barking.
Mr. H. V. Custance, Whickham U.D.C., to Clerk, Accountant's Department, Durham C.C.
Mr. A. Thornley, York, to Audit Clerk, Wallasey.
Mr. E. L. Pritchard, Newport, Mon., to Accountant, Salford.
Mr. W. H. Nock, Newport, Mon., to Health Department, Birmingham.
Mr. S. Walker, Ilkeston, to a Senior Clerk in the Treasurer's Department, Erith U.D.C.
Mr. C. D. Treavett, Neath, to a post under the Romford Council.
Mr. A. E. Smith, Wellingborough, to General Engineering Assistant, Salisbury.
Mr. V. H. John, Walsall, to a post in the Education Architect's Department, Gloucester C.C.
Dr. H. M. Ayres, Rowley Regis, to Assistant Medical Officer of Health, Sussex C.C., and Medical Officer of Health, Bognor Regis, U.D.C.

Mr. E. A. James, Lewisham, to Ledger Clerk, Surrey C.C.
Mr. A. E. Golley, Leyton, to Audit Clerk, Surrey C.C.
Mr. N. Bennington, Heston and Isleworth, to Senior Accountancy Assistant, Ealing.
Mr. A. Harvey Lenden, Epping Forest, to Junior Engineering Assistant, Portsmouth.
Mr. A. T. Coutts, St. Pancras, to Library Assistant, Dagenham.
Mr. W. N. Wright, Southgate, to Assistant in Accountant's Department, Twickenham.
Mr. T. A. Mauley, Heston and Isleworth, to General Assistant, Borough Treasurer's Department, Kingston.
Mr. R. J. Merriman, Dagenham, to Cost Clerk, Leicester C.C.
Mr. J. M. Delves, Bromley R.D.C., to Audit Clerk, Kent C.C.,
Mr. Stroud, Cambridge Borough, to School Attendance Officer, Hayes U.D.C.
Mr. C. W. A. Baker, Somerset, to Clerk under the Lymington Council.
Mr. T. D. Merritt, Rochdale, to Building Inspector, Billericay R.D.C.
Mr. H. Langford, Rochford, to Clerk under the Essex C.C.
Mr. C. R. Shreeve, Norfolk, to Clerk under the Norwich Council.
Mr. T. Pickering, Bournemouth, to Chief Sanitary Inspector, Oxford City.
Mr. A. H. Wright, Bexhill-on-Sea, to Accountancy Assistant, Southend-on-Sea.
Miss W. A. Freeman, West Suffolk, to Clerk under the Finsbury Council.
Mr. J. F. Hutchings, Hants. C.C., to Treasurer's Dept., Notts. C.C.
Mr. W. J. S. Moore, Exeter, to Borough Treasurer, Kensington.
Mr. A. M. Kinnison, Tiverton, to District Surveyor, Staffs. C.C.
Mr. G. V. Russell, Bexhill, to Borough Surveyor's Office, Gosport.
Mr. H. F. Noyce, Bucks. C.C., to Engineering Asst., Berks. C.C.
Mr. R. Frost, Bromley, to Assistant Divisional Surveyor, Norfolk County.
Mr. E. W. Barton, Heston and Isleworth, to Sanitary Inspector, Rochester.
Mr. J. Roberts, Twickenham, to Committee Clerk, Chelsea.
Mr. H. Stone, Twickenham, to Committee Clerk, Finchley U.D.C.
Mr. M. Pummell, Fulham, to Library Assistant, Poplar.
Mr. C. M. Boddie, Epping Forest, to Engineering Assistant, Edmonton.
Mr. H. Hoyland, Fulham, to Sanitary Inspector, Chelsea.
Mr. R. E. Pedler, Finsbury, to Chief Clerk, Town Clerk's Dept.
Mr. H. Buckle, East Molesey, to Assistant Surveyor, West Bridgeford.
Mr. E. C. E. Nickels, Kingston, to Ledger Clerk, East Sussex.
Mr. D. R. Errington, Lambeth, to Engineering Assistant, Barnes.
Mr. F. D. Littlewood, Lambeth, to Assistant Solicitor, Exeter.
Mr. E. G. Hatton, Bolton and District, to Senior Assistant Libraries, Bootle C.B.
Mr. T. W. Midwood, Bolton and District, to Town Planning Assistant, Rochdale C.B.
Mr. B. D. Storey, Wallasey, to Assistant Solicitor, Bristol.
Miss M. Whalley, Wallasey, to Birkenhead.
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Mr. W. B. Evans, Liverpool, to Audit Department, Bury.

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The Holiday Bureau.

There has been a steady run of work in the Holiday Bureau this season, ranging from answering enquiries to forwarding literature in regard to Accrington and continental tours, cruises and holiday camps.

The principle on which the Bureau works is simple. If you desire any information about a particular cruise or tour, write to the Bureau. If you know where you would like to spend your holiday, but require details of the best tours on offer to that part, write to the Bureau.

As an example, we will take it that you have studied the announcements of the tourist agencies and shipping companies appearing in this issue (the Free Church Touring Guild, Wallace's Tours, Barnett's Paris Tours, the Portuguese Travel Bureau, the White Star Line, the Croyde Bay Camp, the Civil Service, Holiday Camps, the Bibby Line and the Canary Islands Cruise). If you cannot make up your mind which you would like, one postcard addressed to the Nalgo Holiday Bureau, 24, Abingdon Street, S.W.1, will bring the literature of all of them to you. You thus save several letters. If you want a selection or only one booklet it will be sent.

In regard to the Croyde Bay Holiday it must be mentioned that it is practically booked up. The Civil Service Holiday Camp at Hayling Island, while not officially recommended by the N.E.C., offers excellent accommodation, and nothing but good has been heard of its management. At the time of writing it is fully booked for July and August, but there are still a few vacancies for June and September.

London as a Holiday Centre.

A new activity of the Bureau is the arranging of suggested programmes for Branch outings to London. In the past there has been, naturally, many enquiries from holidaymakers for lists of recommended addresses and suggested sightseeing tours. Most of these can be answered by a reference to the London section of the Holiday Guide.

This year, however, the Bureau has suggested to Branches programmes for a sightseeing tour, a meal or meals, and a visit to a theatre or music hall at an [illegible] per head, and varied to suit particular needs. It must be remembered [illegible] does not actually [illegible] but makes arrangements with reputable establishments or agencies. Another point to be remembered is that if theatre tickets are required for the party early application must be made.

As regards the best shows to see in London, advice is difficult as tastes differ so, but there is always good variety at the Palladium and the Coliseum, while first-class films may be seen (and heard) at the Stoll, Tivoli, Plaza, Carlton, New Gallery, Regal, Capital and Alhambra. Of theatres one can recommend the Old Vic, Winter Garden, Dominion, Prince of Wales, Lyric (Hammersmith), Daly's, Gaiety, Wyndham's and Queen's. There are others, of course, and a full list will be found in the Holiday Guide.

Branch secretaries are invited to make use of the Bureau in this direction to save themselves some of the trouble of organising visits to London.

Road Travel Facilities from London

Members of the Association travelling from London for single or return journeys by motor coaches of the London Coastal Coaches Limited, may obtain a 7½ per cent. reduction on their tickets if purchased at the offices of the Company at 1a, Lupus Street, S.W.1, or 7b, Lower Belgrave Street, Victoria, S.W.1.

It is to be distinctly understood that tickets are only available at the offices mentioned and not that of any agency, and that the reduction does not apply to journeys which originate out of London.

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BETTER READING.

By E. GREEN, Chief Librarian, Halifax

From the February issue of "L.G.S." it is very evident that my erudite friend, the Chief Librarian of Accrington, is bitten with a prevailing craze—the study of psychology. He is anxious that his readers likewise should cultivate similar taste and delve into the hidden recesses of the mind. Well, there is no doubt both advantage and danger in this particular line of study. For the strong-minded, sane, well-balanced person, some knowledge of mental processes may be turned to advantage. On the other hand the constitutionally morbid or weak-minded are possibly wise in grazing in more cheerful pasture. It is true that with psychology, and mental measurements generally, some wonderful conditions have been revealed, and there are those who would measure and card-index on these lines the population, young and old. What a revelation it might be, and what shiftings of positions and standards of living might ensue! Projecting one's thoughts a little further—in an age of great invention and achievement, excepting the settling of the unemployed problem—one can imagine a time when it will be possible to "tap" individual thinking, and such an era will do more to promote good thoughts than any agency now existing.

In the meantime, we must continue to prescribe books and reading for the alert young man, bifurcating with knowledge—one eye on his job and the other on promotion—and help him towards that wider outlook by a more catholic choice of books than the technical courses of his profession provide.

Of exceptional interest and educational value is James Morier's "The Adventures of Hajji Baba," written by a civil servant, and published just over a hundred years ago, and many times republished since. The central character is an ambitious barber's apprentice who roams abroad in quest of experience and adventure, which he finds in Persia and other countries, all delightfully presented, and of equal interest to the doings of Sancho Panza in the immortal "Don Quixote." In addition, the book gives some splendid descriptions of the life and habits of the people encountered, and it might prove a useful antidote to the criminal and morbid literature of to-day.

(Continued on page 150).

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The Nalgo Holiday and Travel Bureau recommends them strongly, and programmes may be obtained from them or from

G. A. Wallace's Tours, Aldwych House, Aldwych, London, W.C.2

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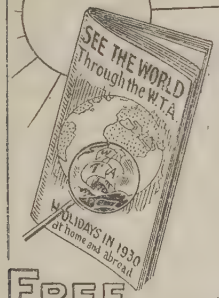

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LLANDUDNO.—"Llys Maelog," Charlton Street. Board-Residence or Bed-Breakfast. Highly recommended. Mrs. E. J. Leech.

LONDON.—Gentlemen will find comfortable home from home, moderate terms. 8, Mowbray Road, N.W.6. Willesden 5900.

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MINEHEAD.—For Sea & Moorland Comfortable Board-Residence (2 to 5 persons only). Moderate terms. Mrs. A. M. Brown, 5, The Parade.

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TORQUAY.—ASTWELL HALL Private Hotel, Warren Road. Central, facing South and overlooking bay. Magnificent sea views. Rooms with hot and cold running water. Garage. Every comfort with moderate terms. *Special terms to members of Nalgo.* Proprietor, W. Riley, *EX-NALGOITE*, Scarborough Branch.

TORQUAY.—"HOMELAND," Crownhill Park. Board residence. H. & C. basins in bedrooms. Convenient situation. Moderate charges. Mrs. Dobson.

A donation of £3 3s. has been sent to the B. & O. Fund in lieu of providing a wreath at the funeral of a member of the Sunderland Branch.

The rules of the "Provident Fund" conducted by the Plymouth Branch have recently been revised. Each of those on the "Roll" contributes a nominal sum upon the death of any member, and it is interesting to note that since its inception nearly £1,300 has been paid out to the next-of-kin of deceased members.

Continued from Page 148.

Quite different, though of equal interest in another direction, and apposite in any study of present-day conditions and problems, may be mentioned Disraeli's "Sybil," describing "the two nations"—the rich and the poor in the early days of the industrial revolution. "Dizzy" was, of course, conservative in politics, but his vivid and sympathetic account of the poor of that period compels one to think that he was even more advanced than many politicians of our time. Probably Disraeli's novels are not so frequently read now, but they contain much that is helpful to an understanding of social life during the past hundred years.

Some other works the thoughtful young man might usefully turn to include the works of Charles Darwin, one of the master minds of last century. Without advocating any close or detailed study, some acquaintance with, say, "The Variation of Plants and Animals under Domestication," and "The Formation of Vegetable Mould through the action of Earth Worms," provides material for study and that enlargement of the mind which is worth seeking. Of course, there is also Darwin's *magnum opus* "The Origin of Species," in which he records conclusions arrived at about the same time as his contemporary, Alfred Russel Wallace, which ought to be mentioned, and which may possibly be read after the foregoing easier works have been sampled. In the same, or similar, category one would like to deal with the works, or some of them, of the "Insect Homer," Fabre, but these belong to my friend John's province, being modern or present-day.

If one desires a different brew, there are the delightful essays of Joseph Addison, which include the amusing story of the political upholsterer and much other good fare. Then, Charles Lamb in his "Essays of Elia," provides a variety and a charm that can scarcely be surpassed. Is it not there that we get the origin of roast pig, and a chapter on poor relations, both of supreme interest? Different, but of great charm, are the essays of Washington Irving; the chapters on Christmas, on a rainy day in the country, and many others, presenting a pretty general appeal.

Yet another classic, not so well known among younger present-day readers as it deserves to be, is Oliver Goldsmith's "The Vicar of Wakefield," for which the author only received sixty pounds, and which has since made fortunes for publishers. True, there is not that incident and movement which is found in current fiction, but there are other qualities of more account. Its appeal is to the literary rather than the very casual reader, but as to its essential interest and merit there can be no difference of opinion. This book is universal—for all time—and will be remembered when some of to-day's "best sellers" have been pulped and forgotten.

All the books mentioned are to be found on the shelves of public libraries, and it will not be necessary to use the "waiting list" to obtain them.

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Sports and Recreations.

Epsom Branch Sports Section.

The Epsom Branch has a very live and active Sports and Recreations Sub-Committee, and an excellent football team was raised amongst the members, under the very able lead of Mr. G. Rich, the Honorary Sports and Recreations Secretary. On the 10th April the team engaged the Carshalton Branch team at Epsom and were defeated 2–0. A replay took place at Carshalton on the 15th April, when a drawn match resulted at 2–2.

On the 1st May the members engaged the Epsom R.D.C. Branch in a football match, followed by a social evening. The match proved an interesting spectacle, and the R.D.C. team were defeated 2–0. An exceptionally good attendance was recorded at the social, and not a dull moment was experienced throughout the whole affair. Whist and dancing took place from 8 p.m. to midnight, interspersed by vocal entertainment from Miss F. Skelton and Messrs. A. Kershaw and W. Hagger.

Boxing for the B. and O.

Malvern.—The Malvern Branch successfully attempted a new method of helping the B. and O. Fund on 10th April by promoting a Boxing Tournament in the Winter Gardens. The chief item of interest was a three-round exhibition between Jack Hood, Welter Weight Champion of Europe, and an opponent, while there were two twelve-round and two six-round contests. The Winter Gardens were packed, and a substantial profit was made in aid of the Fund. The local officials are grateful to Mr. Jack Hood, Mr. Owen Moran—a previous world's Light Weight Champion—who acted as referee and loaned "the ring," and others who generously gave most valuable help. And congratulations to Mr. F. Layton, Mr. H. L. P. Mann and the Branch on their enterprise!

Nalgo Rifle Clubs.

List of Winners of Trophies, Spoons, Etc.

Homewood Crawford Shield, 1929: *Winners.*—Leeds: Average 386·08. Runners up, Bournemouth. Average 385·08.

Mappin Shield, 1929: *Winners.*—Leeds, 393. Runners up, Bournemouth, 388.

Local Government Chronicle Cup (Team Handicap): *Final.*—Wilts County Officers, 391, beat West Riding C.O., 380.

Grocer Cup: Leeds, Average 381·20. Runners up Bournemouth A. Average 387·60 after tie shoot. In the tie shoot Leeds, 390, beat Bournemouth A, 385.

"Kickers" Team Handicap: Leeds, 380 plus 20: 400, beat West Riding C.O., 376 plus 23: 399.

Bingham Trophy: "All Black," F. J. Dunmore, Manchester, 199. Runner up, G. M. Hutton, Dundee, 197.

President's Rose Bowl: Winner, C. C. Coffin, Bournemouth, 297·60. Runner up, L. Farniss, Leeds, 296·17.

Monthly Spoons.—August: G. W. Clarkson, Leeds. September: G. W. Clarkson, Leeds. October: G. Still, Southampton.

"Kickers" Handicap.—July: S. J. Stott, Leeds, and G. F. Clyne, Bradford, tied. *Aug.*: G. F. Clyne, Bradford, G. M. Hutton, Dundee, F. T. Dunmore, Manchester, tied. *Sept.* and *Oct.*: G. McKay, Dundee, S. J. Stott, Leeds, G. Young and D. C. Morris, Bournemouth, tied. *Nov.*: G. O. Willis, Bournemouth. *Dec.*: H. G. Randall, Wilts County Officers. *Jan.* and *Feb.*: C. C. Coffin, Bournemouth, F. S. Vernon, West Riding C.O., S. J. Stott, Leeds. *April*: A. T. C. Moore, Wilts C.O., S. J. Stott, G. W. Clarkson, Leeds, T. A. Rutledge, W.R.C.O.

Monthly Spoons.—August: G. W. Clarkson, Leeds. *September*: G. W. Clarkson, Leeds. *October*: G. Still, Southampton.

Hornchurch Tennis Court.

Mr. E. Lambert, Vice-Chairman of the Urban Council, formally opened the tennis court of the Hornchurch Branch at Langtons. The court has been rented from the Council, and is for the use of members and their friends. Members of the Council have been invited to join Mrs. Field and Mr. E. G. Bratchell, representing the Council, and Dr. Ball and Miss Gill, representing the officials, played the opening match. The former won 6—2, 6—5.

Cardiff Bowls Trophy.

During the Cardiff Branch Dinner an interesting event took place in the form of a presentation by the Lady Mayoress of the Cardiff Municipal Officers' Bowls Cup and an oak tray to Mr. T. A. James, of the Town Clerk's Department, who was the winner of this trophy for the first time, the Bowls section having been formed only in June last year, whilst Mr. W. M. Evans, of the Waterworks Department, who was the runner-up in the competition, received a case of fish knives and forks.

Yorkshire District Football.

The Final Round of the Yorkshire District Football Competition was played at Halifax on the 5th April, the competing teams being Leeds and Sheffield. At half-time Leeds were leading by 2—nil, but after an exciting struggle, Sheffield ran out the victors by 4 to 2.

The Halifax Branch kindly entertained the teams to tea after the match.

The results of the respective Rounds are as follows:—

Preliminary Round: A. Rotherham 4, Harrogate 3; B. Batley 2, Huddersfield 1. *First Round*: C. Leeds 6, Barnsley 4; D. Doncaster 1, Rotherham 4; E. Batley 3, Hull 9; F. East Riding 1, Sheffield 1. Replay, F. East Riding 3, Sheffield 4.

Semi-Final: G. Rotherham 1, Sheffield 3; H. Hull 0, Leeds 2.

Final: Leeds 2, Sheffield 4.

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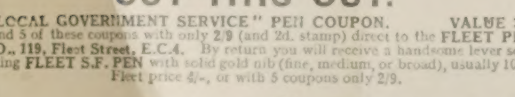
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Insurances.

The attention of readers desiring any class of insurance is directed to the announcement on page ii of the cover which offers a substantial saving by insuring through the Local Government Guarantee Society, 7, 8 and 9, St. James's Street, S.W.1.

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